



Office of Economic & Manpower Analysis

Department of Social Sciences, United States Military Academy



A Look at Female Army Officer Retention

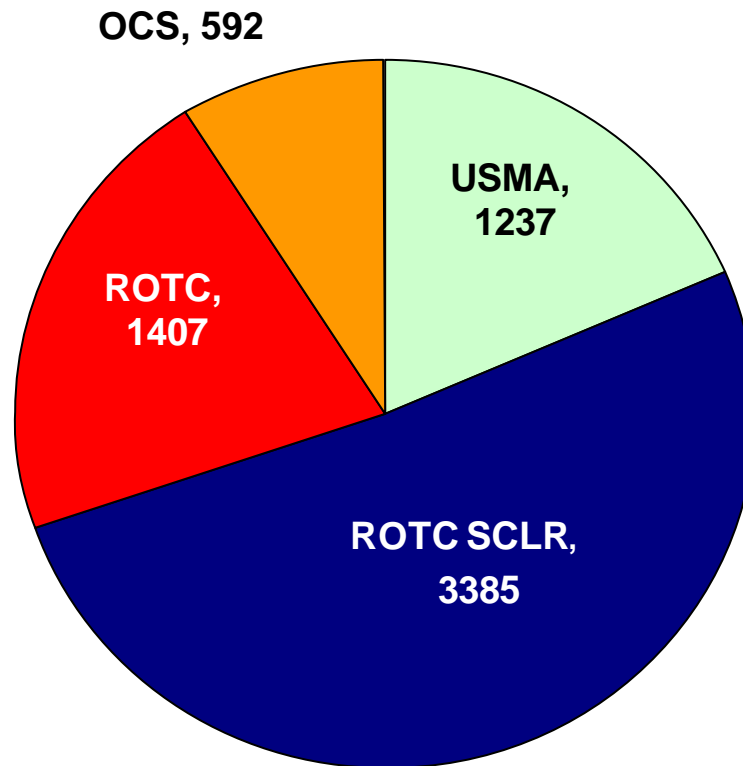
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21 November 2003

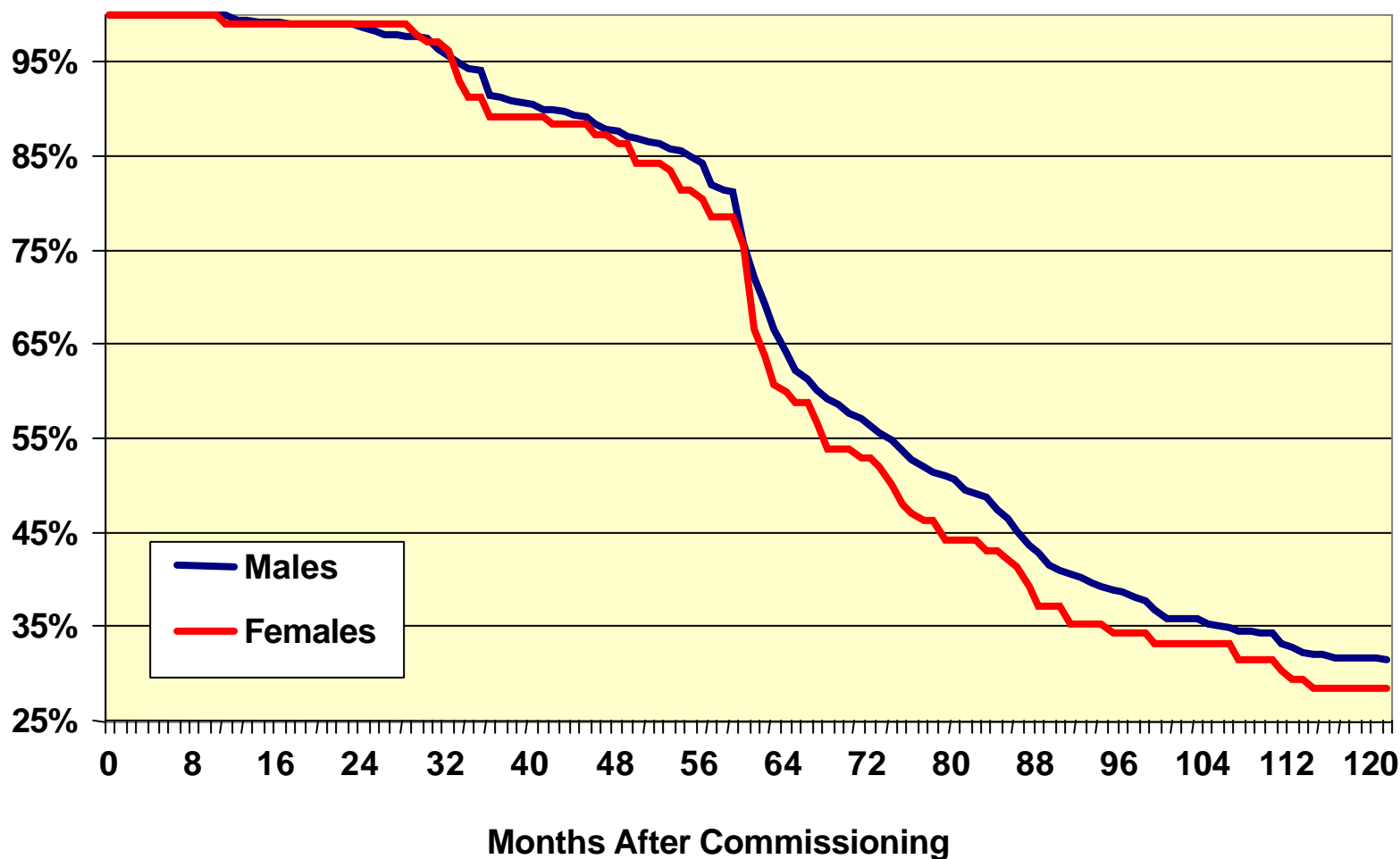


Female Army Officers Are Drawn Primarily from Scholarship Programs



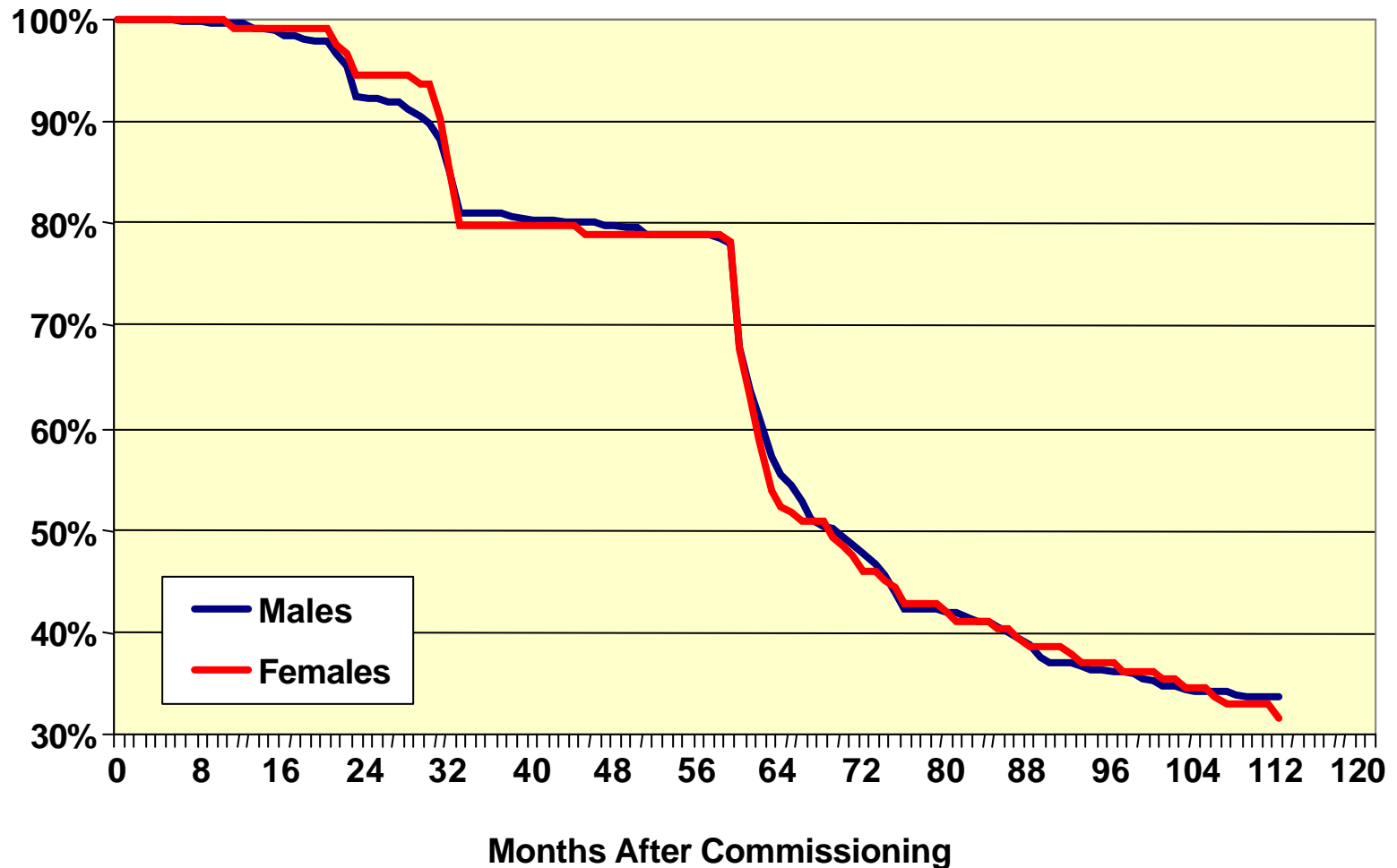
Male and Female USMA Graduates Exhibit Very Similar Active Duty Continuation Patterns

Share of Year Group 1992 USMA Graduates Continuing by Gender



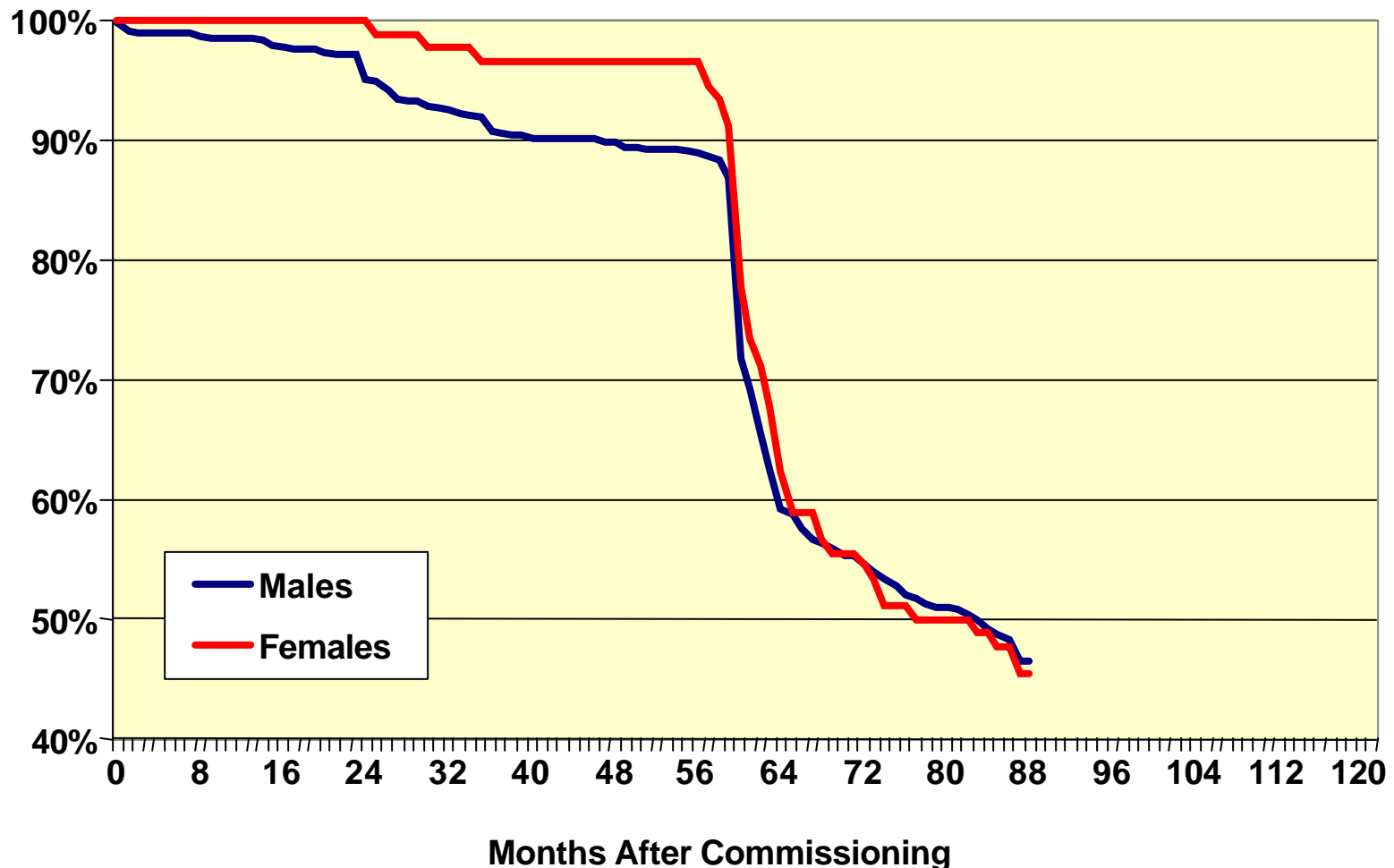
The Similarity in Male and Female USMA Graduate Continuation Patterns Is Stable Across Year Groups

Share of Year Group 1994 USMA Graduates Continuing by Gender



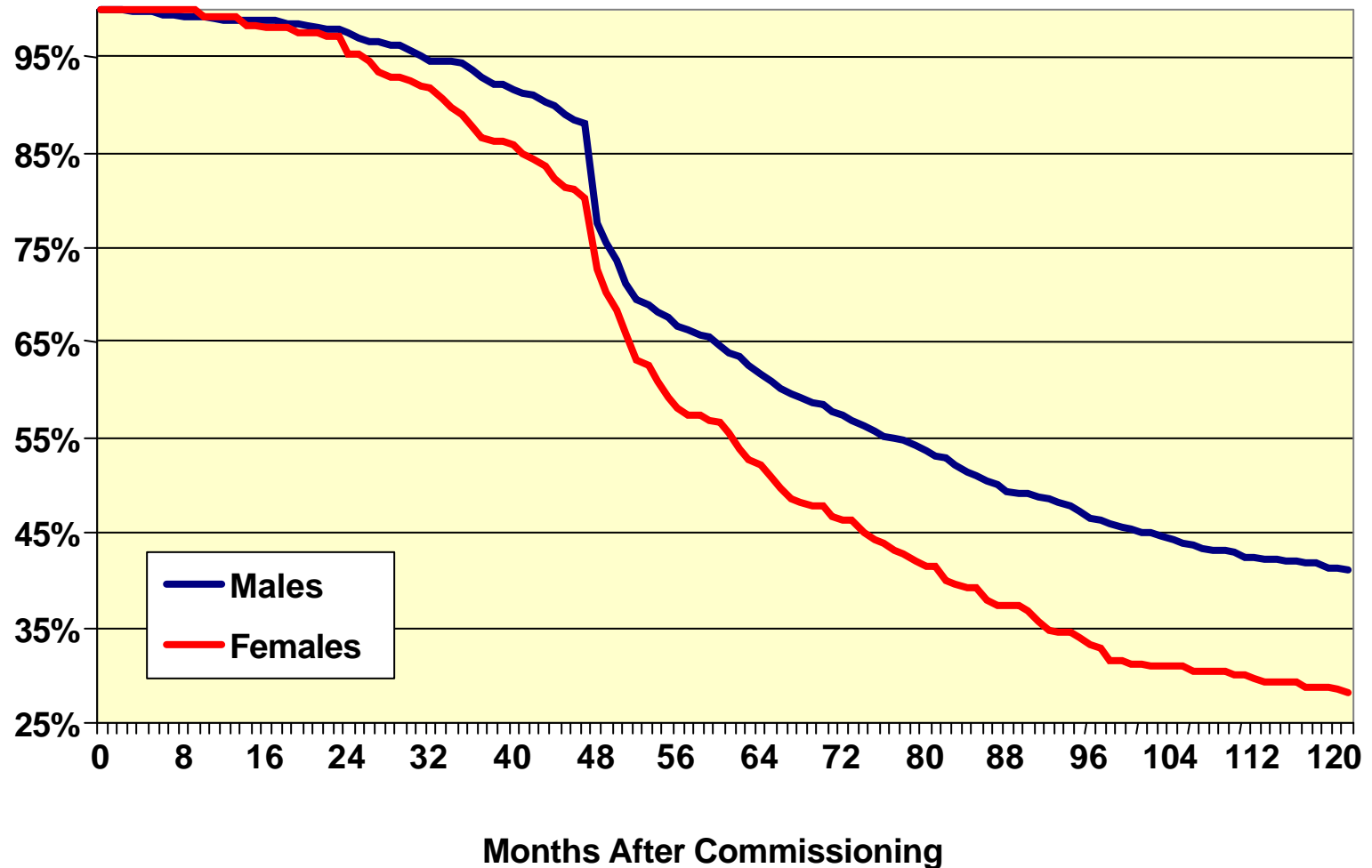
Where Male and Female Continuation Patterns Diverge, the Basis Can Often Be Found In Policy. Specifically, Year Group 1996 Males Separated at Relatively High Rates Prior to Expiration of their Five Year Service Obligation Due to the Operation of the National Guard Combat Reserve Reform Act of 1992

Share of Year Group 1996 USMA Graduates Continuing by Gender



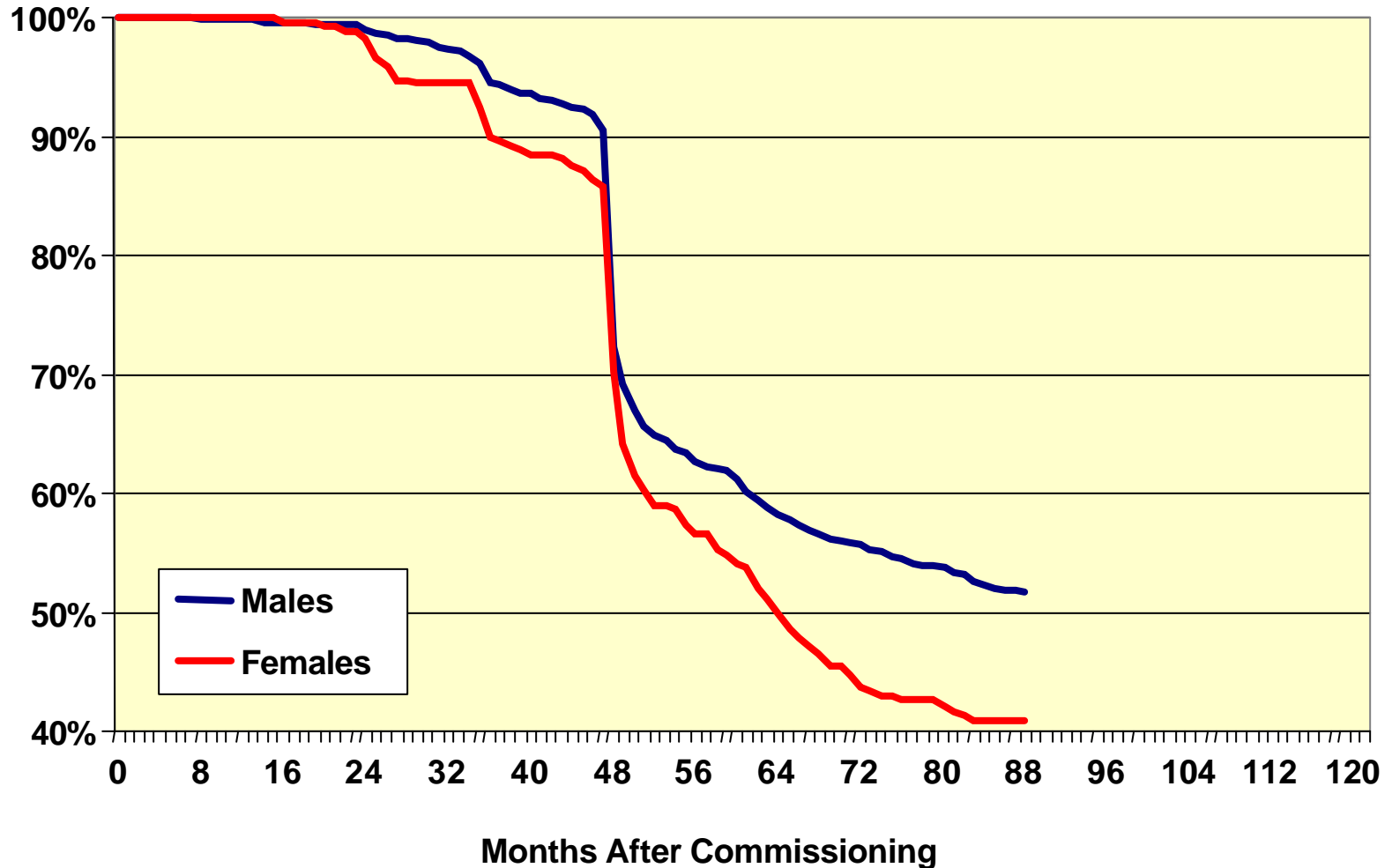
Graduates of ROTC Scholarship Programs Exhibit a Relatively High Divergence in Continuations by Gender with Females Continuing at Lower Rates

Share of Year Group 1992 ROTC Scholarship Graduates Continuing by Gender



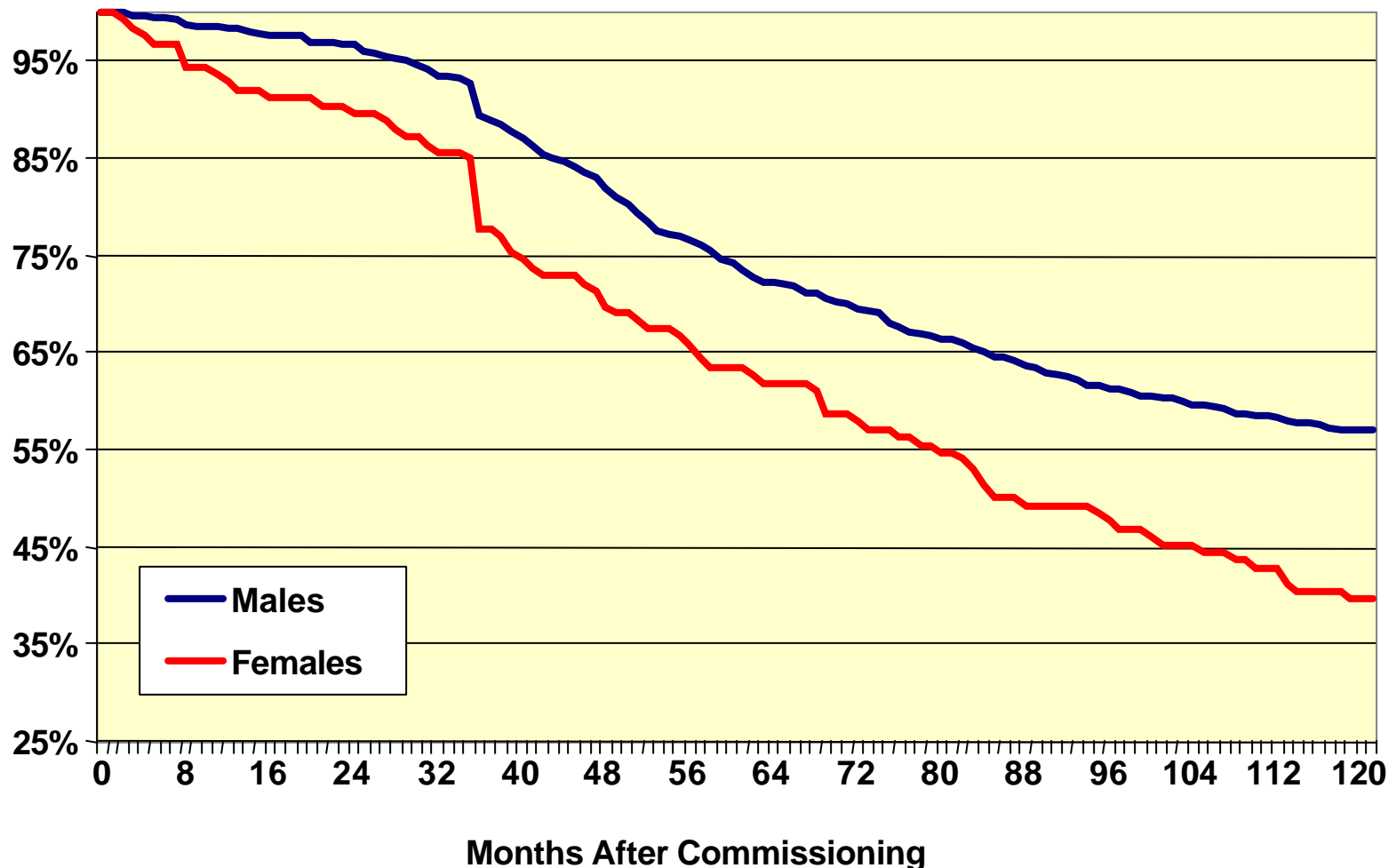
The Pattern of Lower Female Officer Continuations Among ROTC Scholarship Officers is Consistent Across Year Groups

Share of Year Group 1996 ROTC Scholarship Graduates Continuing by Gender



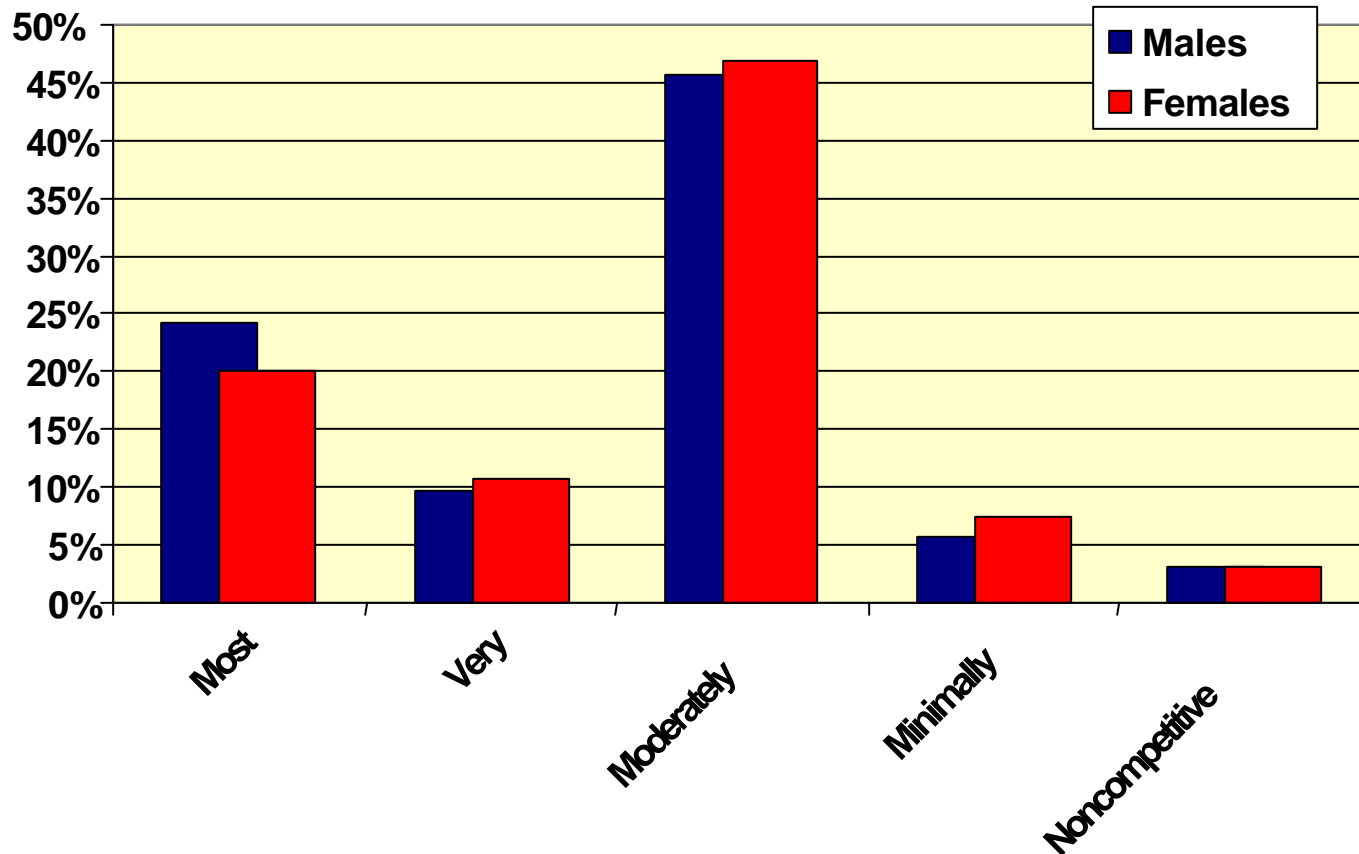
Graduates of ROTC Non-Scholarship Programs Also Exhibit a Relatively High Divergence in Continuations by Gender with Females Continuing at Lower Rates

Share of Year Group 1992 ROTC Non Scholarship Graduates Continuing by Gender



Male and Female Army Officers Tend to Graduate from Undergraduate Institutions that are Similar in Terms of Admissions Competitiveness

Share of Graduates of Undergraduate Institutions by Program Selectivity



Selectivity of Undergraduate Institutions (Difficulty of Securing Admission)
(Peterson's Guide to Undergraduate Institutions)

Peterson's Selectivity Ratings for Undergraduate Institutions Based on the Competitiveness of Entering Freshman Class

Noncompetitive: Virtually all applicants were accepted, regardless of their high school rank or test scores.

Minimally Difficult: Most freshman accepted were not in the top half of their class and scored somewhat below 900 on the SAT or below 18 on the ACT; about 85% or fewer of the applicants were accepted.

Moderately Difficult: More than 75% of freshman were in the top half of their high school class and scored over 900 on the SAT or over 18 on the ACT; about 85% or fewer of the applicants were accepted.

Very Difficult: More than 50% of freshman were in the top 10% of their high school class and scored over 1150 on the SAT or over 26 on the ACT; about 60% or fewer of the applicants were accepted.

Most Difficult: More than 75% of freshman were in the top 10% of their high school class and scored over 1250 on the SAT or over 29 on the ACT; about 30% of the applicants were accepted.

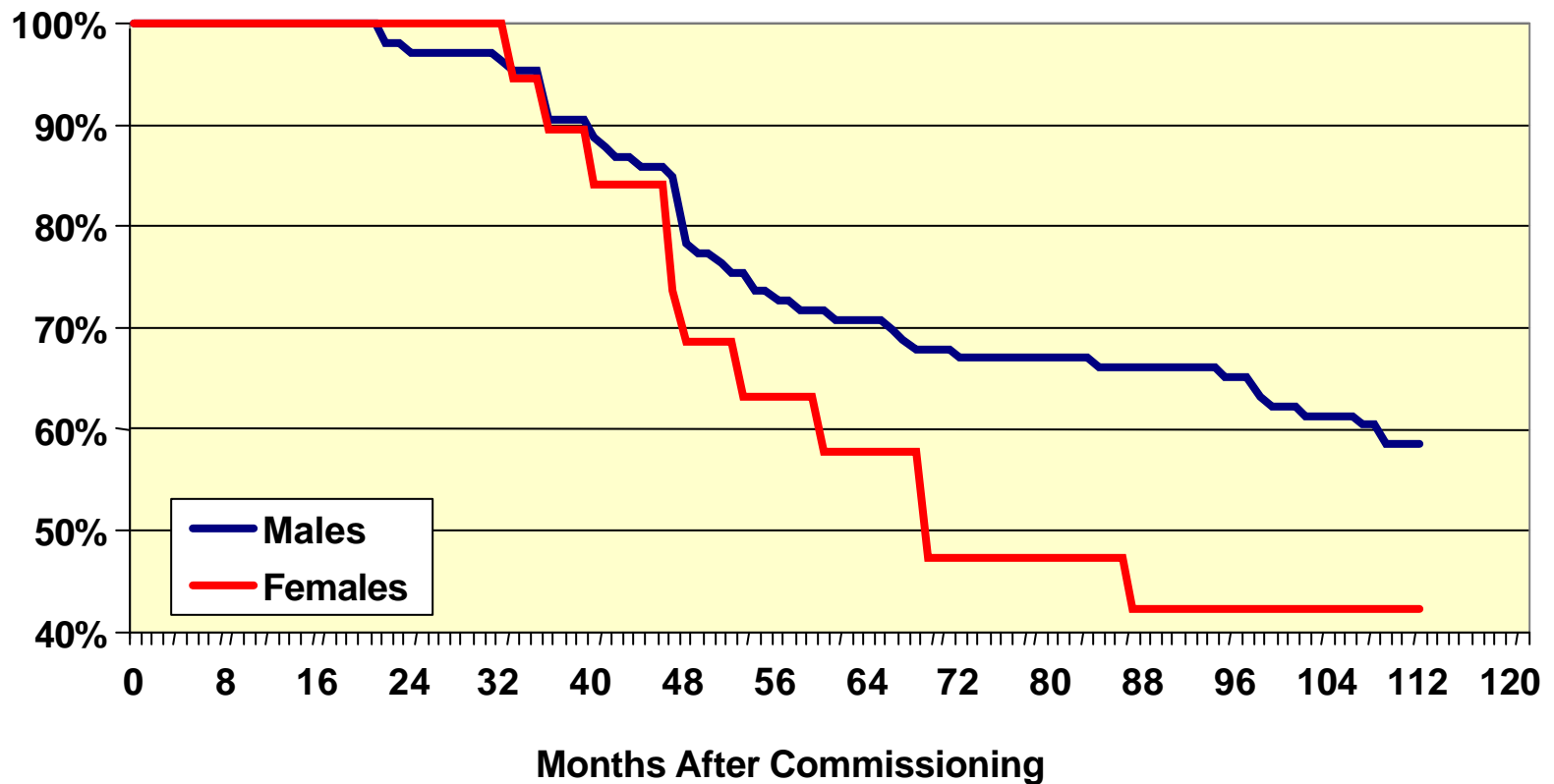
The Nation's "Most Difficult" Undergraduate Programs in Terms of Entrance Competitiveness as Rates in Peterson's College Database

Distribution of Officers Attending "Most Difficult" Programs for Year Groups 1994 through 2001

AMHERST COLLEGE	NEW YORK UNIVERSITY
BARNARD COLLEGE	NORTHWESTERN UNIVERSITY
BATES COLLEGE	POMONA COLLEGE
BOWDOIN COLLEGE	.6% PRINCETON UNIVERSITY
BRANDEIS UNIVERSITY	RICE UNIVERSITY
BRYN MAWR COLLEGE	STANFORD UNIVERSITY
CALIFORNIA INSTITUTE OF TECHNOLOGY	TUFTS UNIVERSITY
COLBY COLLEGE	UNITED STATES AIR FORCE ACADEMY
COLUMBIA COLLEGE	89.4% UNITED STATES MILITARY ACADEMY
COLUMBIA UNIVERSITY	UNIVERSITY OF CHICAGO
COOPER UNION	2.4% UNIVERSITY OF NOTRE DAME
.9% CORNELL UNIVERSITY	UNIVERSITY OF PENNSYLVANIA
DARTMOUTH COLLEGE	THE UNIVERSITY OF TEXAS
.7% DUKE UNIVERSITY	1.1% UNIVERSITY OF VIRGINIA
EMORY UNIVERSITY	WASHINGTON AND LEE UNIVERSITY
.5% GEORGETOWN UNIVERSITY	.6% WASHINGTON UNIVERSITY, ST LOUIS
HARVARD UNIVERSITY	WEBB INSTITUTE
HARVEY MUDD COLLEGE	WELLESLEY COLLEGE
.5% JOHNS HOPKINS UNIVERSITY	WESLEYAN UNIVERSITY
.6% LEHIGH UNIVERSITY	WILLIAMS COLLEGE
MASSACHUSETTS INSTITUTE OF TECHNOLOGY	YALE UNIVERSITY

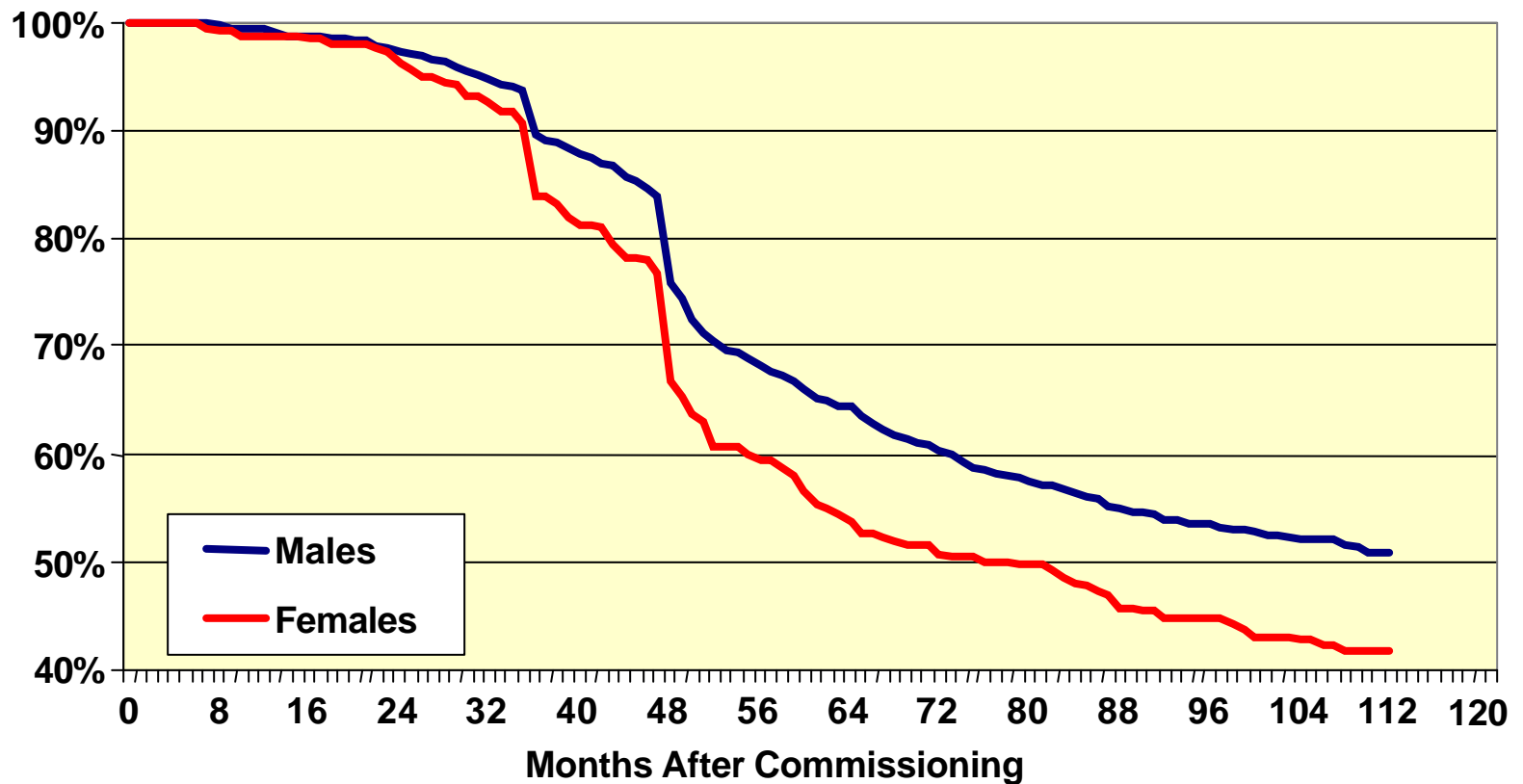
Male and Female Army Officers Who Graduated from Noncompetitive Undergraduate Institutions Exhibited the Greatest Divergence in Continuations

Share of Year Group 1994 Graduates From Noncompetitive Undergraduate Institutions Remaining by Sex



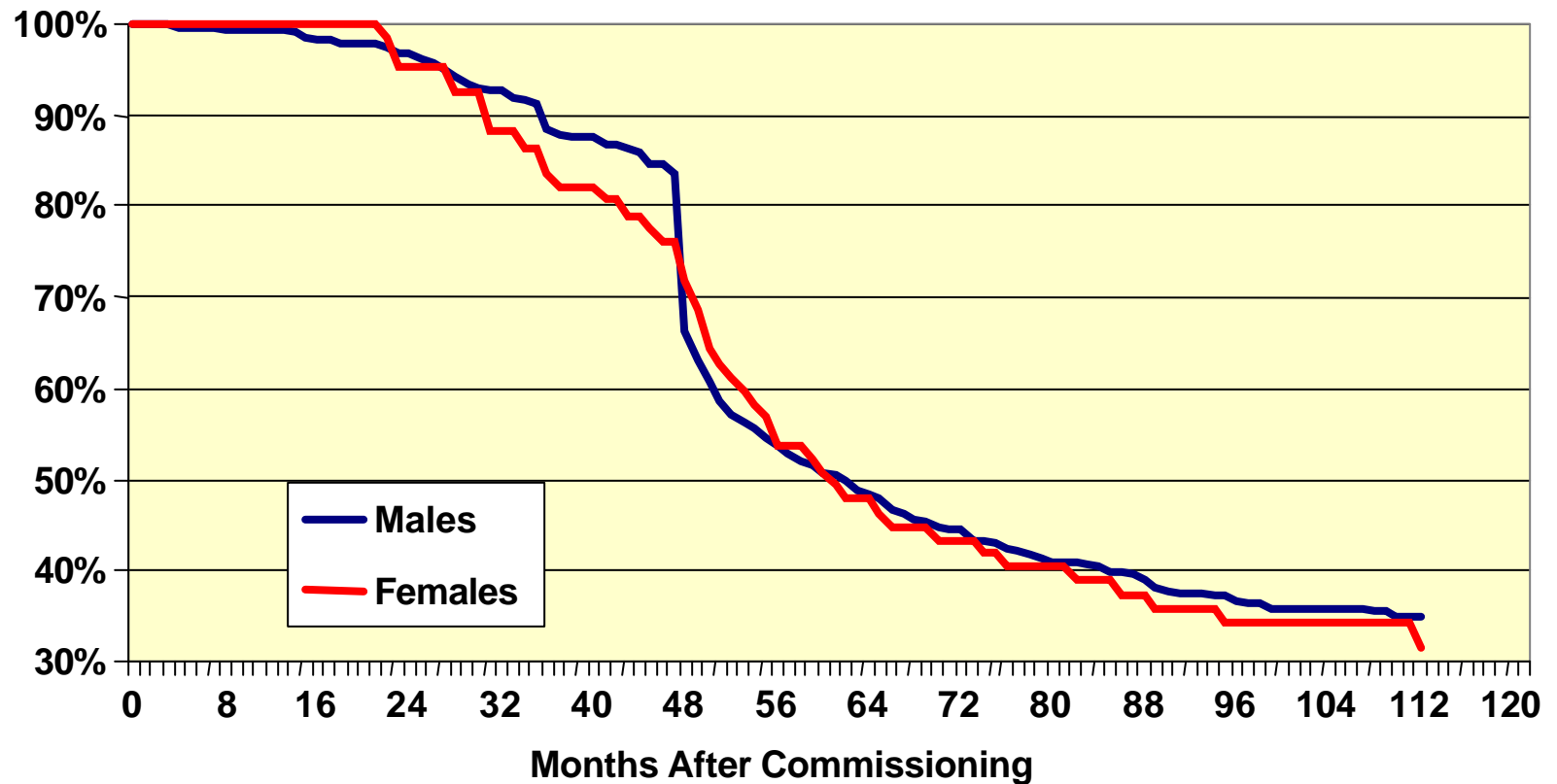
The Divergence in Continuation Patterns Across Genders Tends to Decrease as the Competitiveness of their Alma Mater Increases

Share of Year Group 1994 Graduates From Moderately Competitive Undergraduate Institutions Remaining by Sex



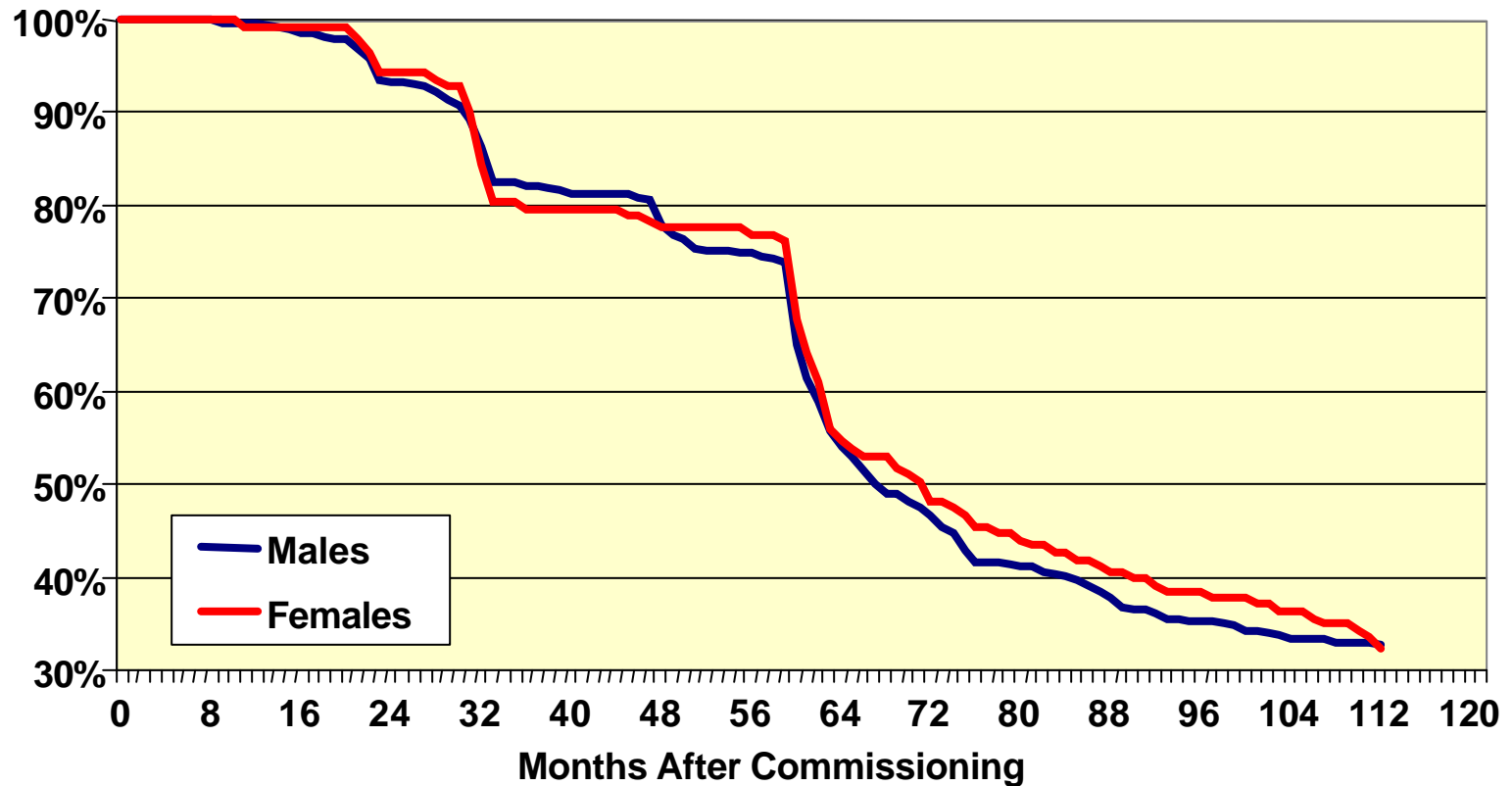
Male and Female Graduates of Very Competitive Undergraduate Institutions Continue at Very Similar Rates

Share of Year Group 1994 Graduates From Very Competitive Undergraduate Institutions Remaining by Sex

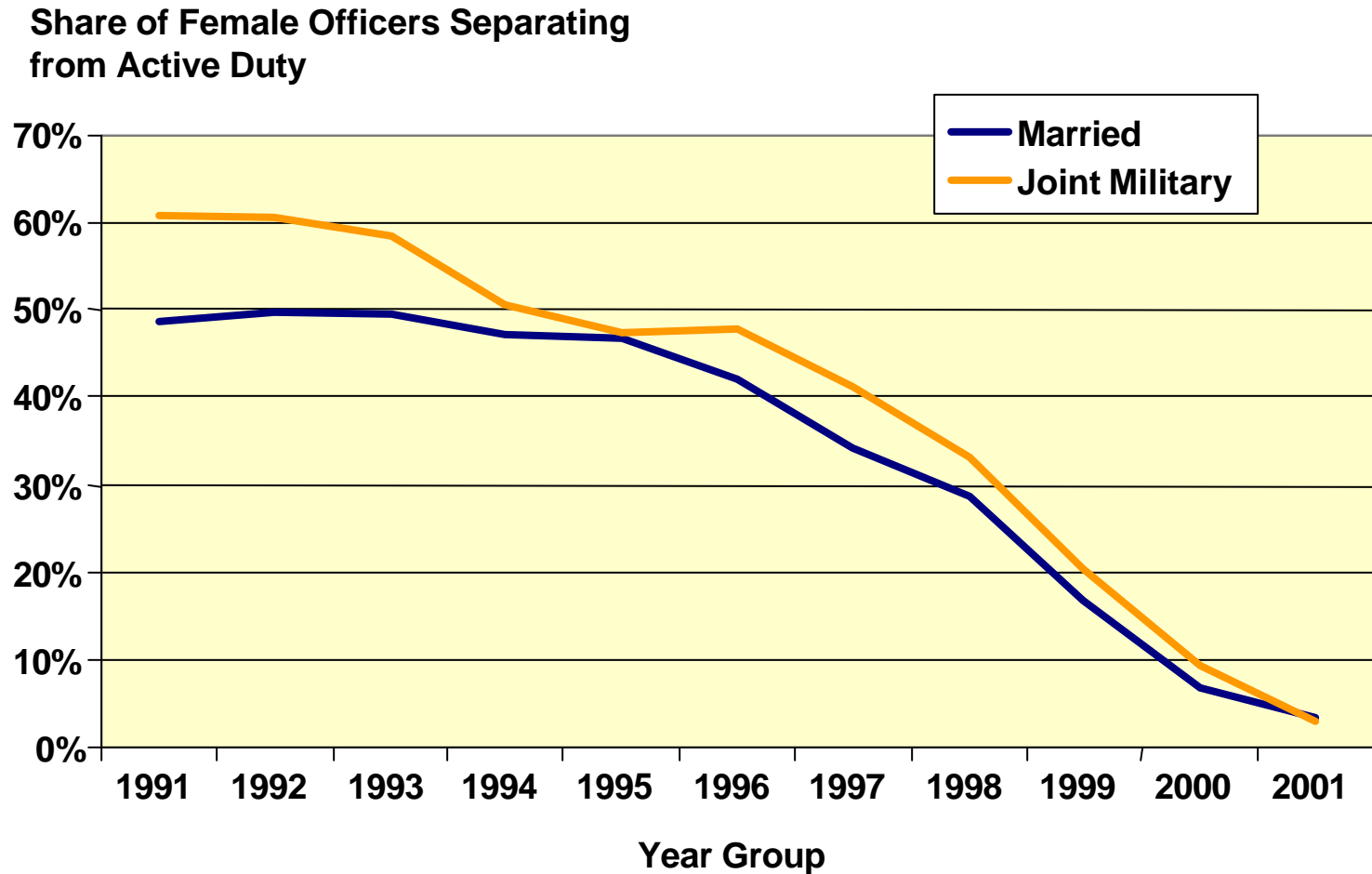


Male and Female Graduates of the Most Competitive Undergraduate Institutions Also Continue at Very Similar Rates

Share of Year Group 1994 Graduates From the Most Competitive Undergraduate Institutions Remaining by Sex

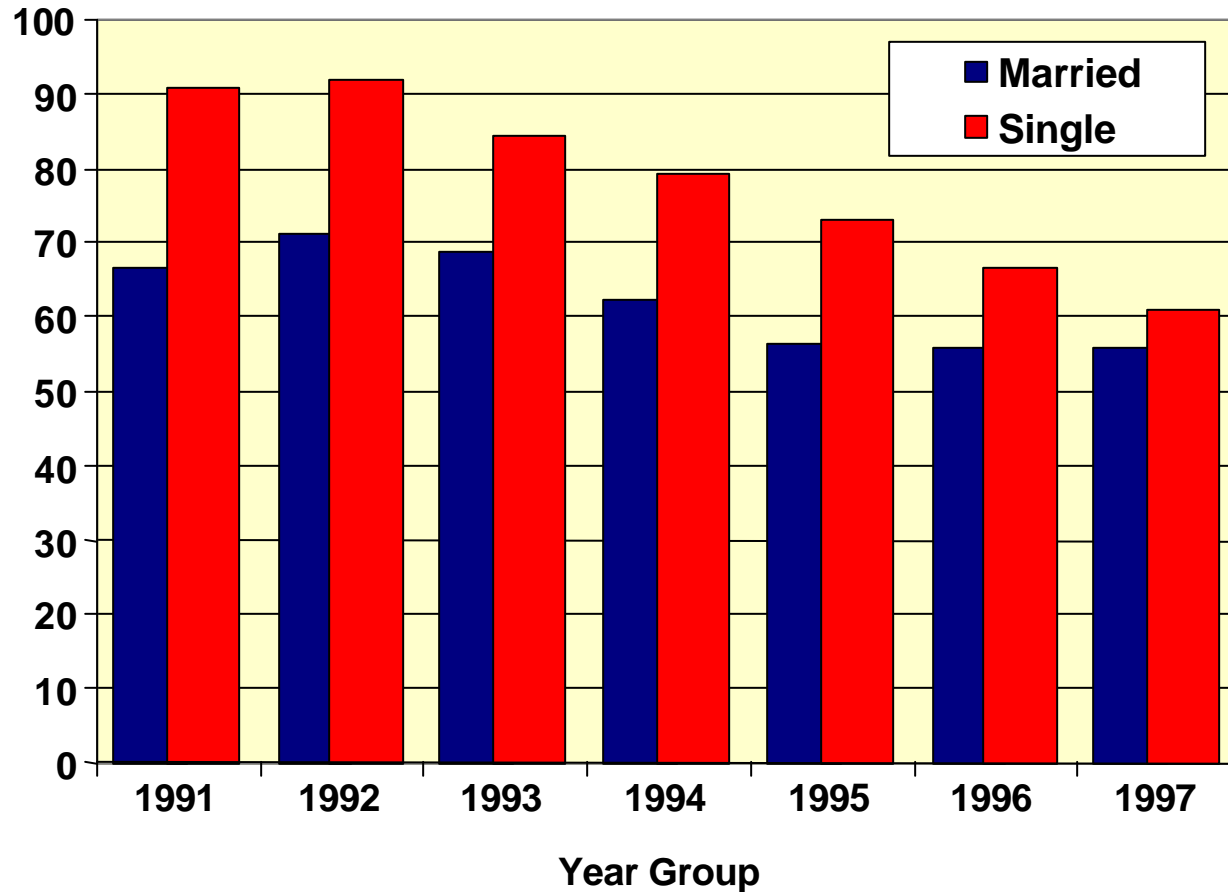


After Serving their ADSO, Females within Joint Military Couple Separate at Relatively High Rates



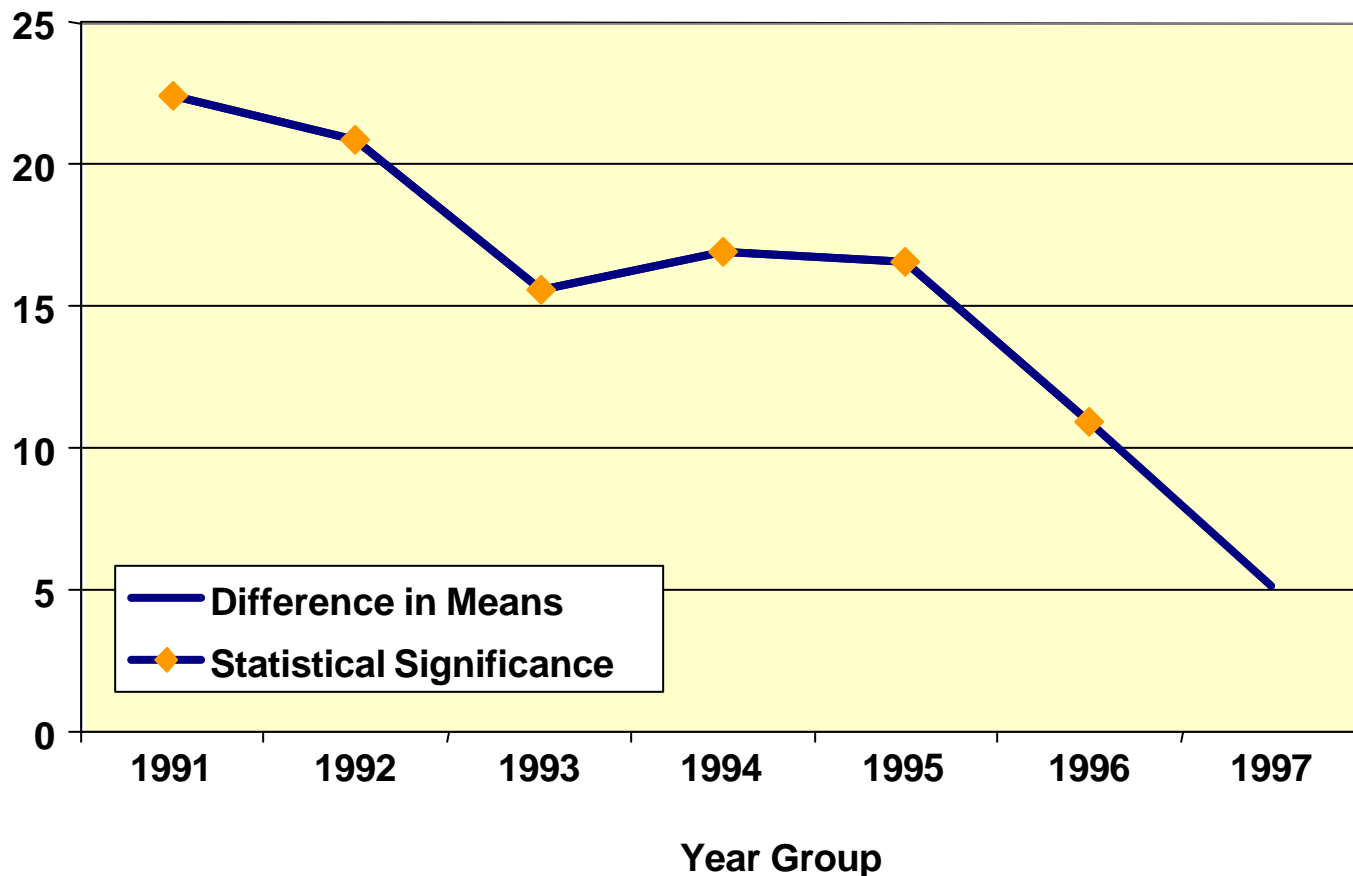
Among Female Officers Separating from the Army, those Who Remained Single During their Active Duty Service Obligation Served the Longest

Mean Months of Federal Active Service Upon Separation



Female Officers Who Married Prior to the End of their Active Duty Service Obligation (ADSO) were More Likely to Separate than those Who were Single at ADSO Expiration

Difference in Mean Months of Federal Active Service Upon Separation for Females Married at ADSO Expiration and those Single at ADSO Expiration



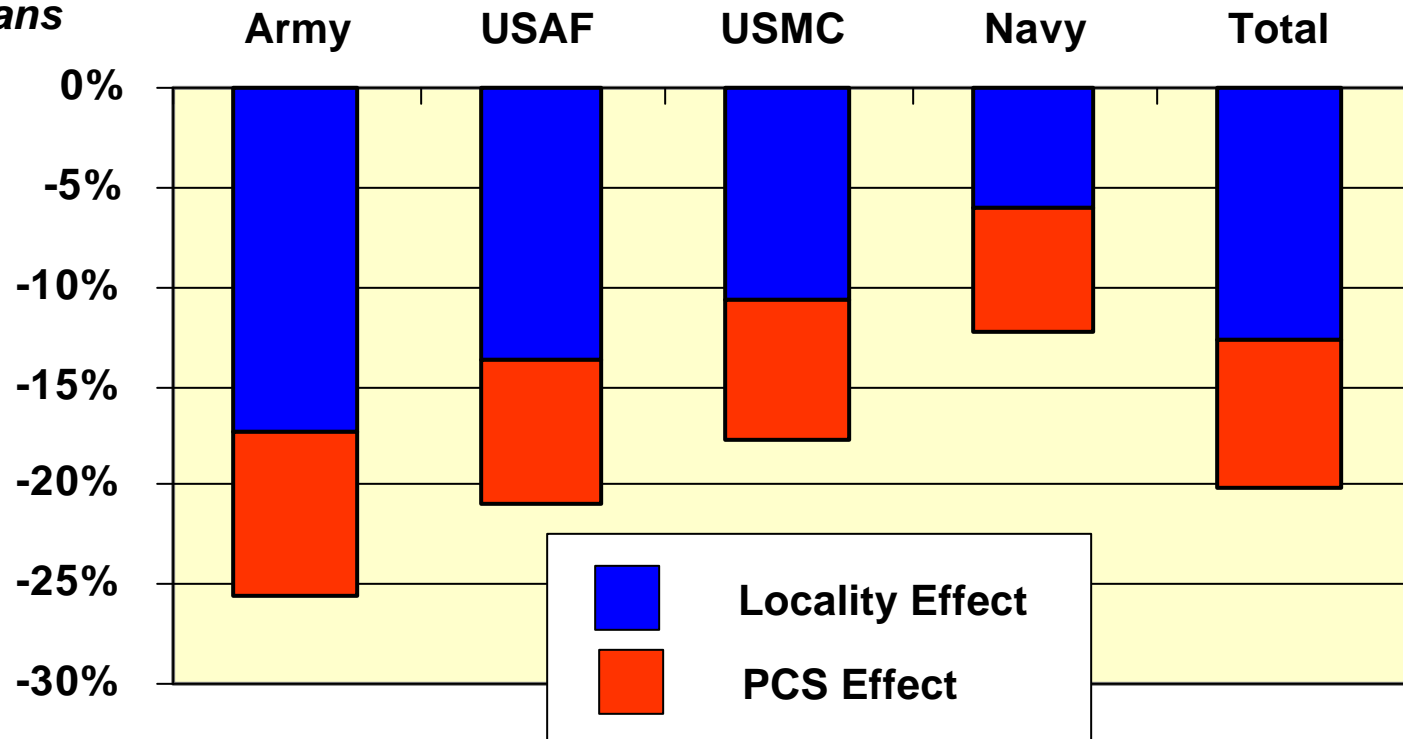
Military Service is Associated with a Significant Wage Penalty for the Civilian Spouse – Much of this Penalty Accrues from Poor Local Labor Markets

Earnings Penalty Exhibited by Wives of Military Personnel Within Military Services

Data Source: 1992 Surveys of Officers, Enlisted Personnel and Military Spouses

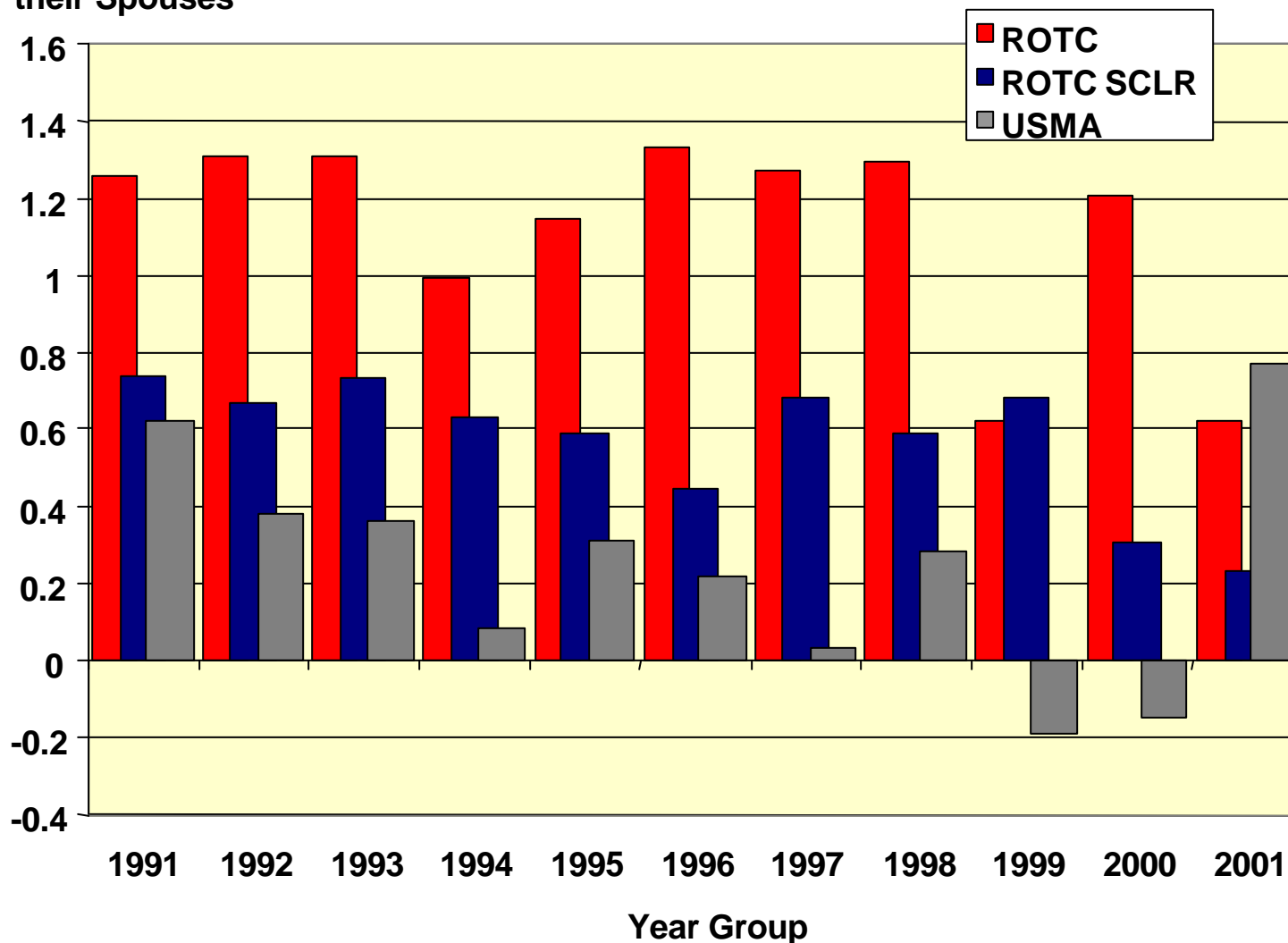
*Wages of Wives of Military
Personnel as Compared with
Wives of Civilians*

Husband's Military Service



In Couples where the Wife was a Female Officer, the Wife Tended to Marry an Older Male. Since Age is Associated with Job Tenure, Relatively High Separations Among Married Female Officers May be Based Upon Economic Considerations

Mean Difference in Age Between Army Officers and their Spouses



30+ Percent of Female USMA Graduates Marry Male USMA Graduates. In Most Cases, these Females were the Peer of, or Junior to their Husband in Terms of Year Group and Accession into the Army

Marriages Between USMA Graduates (Year Groups 1991-2001)

Male Year Group	Female Year Group											Total
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	
1991	23	13	7	1	.	.	.	.	.	.	.	44
1992	1	19	8	5	1	1	.	.	.	.	.	35
1993	3	1	20	12	6	.	.	.	.	.	.	42
1994	.	.	3	30	5	3	.	.	1	.	.	42
1995	.	.	2	1	19	8	3	.	.	.	.	33
1996	.	.	.	.	5	23	6	1	.	.	.	35
1997	.	.	.	.	.	1	19	3	1	1	.	25
1998	.	.	.	.	.	.	2	25	9	1	.	37
1999	.	.	.	.	.	.	.	1	20	6	4	31
2000	.	.	.	.	.	.	.	.	2	25	6	33
2001	.	.	.	.	.	.	.	.	.	.	5	5
Total	27	33	40	49	36	36	30	30	33	33	15	362

8+ Percent of Female ROTC Graduates Marry Male ROTC Graduates. In Most Cases, these Females were the Peer or Junior of their Husband in Terms of Year Group and Ultimately Accession into the Army

Marriages Between ROTC Scholarship Graduates (Year Groups 1991-2001)

Male Year Group	Female Year Group											Total
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	
1991	15	11	6	.	2	.	.	.	.	1	.	35
1992	8	21	8	8	2	.	3.	.	.	.	.	50
1993	1	5	20	8	7	3	2	1	.	.	.	47
1994	.	3	5	15	9	4	3	.	.	.	.	39
1995	.	1.	1	7	21	19	3	3	1	.	1	56
1996	.	1.	1	2	6	22	8	2	1	1	.	43
1997	.	.	.	1.	.	6	23	8	5	.	1	44
1998	.	.	.	.	.	.	8	18	8	1	.	35
1999	.	.	.	.	.	1	1.	3	9	5	.	24
2000	.	.	.	.	1	.	.	.	4	12	5	27
2001	.	.	.	.	.	.	.	.	.	1	6	8
Total	24	42	40	41	49	55	51	45	36	25	17	426

Observations

The Divergence between Male and Female Army Officer Continuations Can be Associated with:

Undergraduate Program / Undergraduate Program Competitiveness

The Divergence in Continuations Across Genders Decreases
as the Competitiveness of Officers' Alma Mater Increases

Marital Status

Female Officers in Joint Military Couples Tend to Separate
While the Male Officers in Such Couples Remains in the Army

Economic Considerations Are Likely to be an Important Factor
Associated with the Relatively High Rates of Female
Separations

Among All Married Officers, Female Officers Tend to Separate
at Higher Rates

Economic Considerations Are Likely to be an Important Factor
Associated with the Relatively High Rates of Female Separations